

Recruitment Pack



Welcome to Applicants

On behalf of all governors, staff and pupils, we would like to thank you for your interest in Horbury Academy. We seek to appoint a dynamic, passionate and ambitious leader to be our Head of Academy.

Horbury Academy is a thriving co-educational academy situated on the outskirts of Wakefield, serving approximately 1,100 young people aged 11-16. Horbury Academy is part of Place Partnership, a Multi Academy Trust established in 2026, which comprises 12 academies across South and West Yorkshire. At the heart of our organisation is a commitment to building a culture where people feel valued, take pride in their place, and hold high expectations because everyone matters. We are dedicated to providing a high-quality education which ensures that every child is given the opportunity to achieve their full potential.

As a Head of Academy within the Trust, you will be joining an extremely ambitious organisation. The right candidate will combine substantial experience as an educational leader with excellent interpersonal skills, emotional intelligence and a strong strategic mindset. You will be expected to continue improving the quality of our provision and pupil outcomes at academy level, whilst also contributing to the Trust's wider development. Overseen and supported by the Executive Principal, you will have the opportunity to work closely with our other secondary leaders, particularly at Ossett Academy, located closeby. Together you will foster collaboration, shared practice and collective leadership across the Trust.

We are fully committed to investing in our staff and as an employee you will have access to a range of benefits. This includes high quality professional development through formal programmes, and opportunities to work closely with talented leaders, both within the Trust and with other partner organisations.

Horbury Academy is a thriving, welcoming academy, described in our latest Ofsted report as having a positive culture, supportive atmosphere and high expectations. We are keen to appoint like-minded, enthusiastic individuals who have a 'can do' attitude to all aspects of their role; and colleagues who enrich the lives of learners and ensure they are always at the centre of their thinking.

We hope that the information provided in this pack will help you to decide if you have the right qualities, skills and experience to apply for this role. If you feel that you have the vision, drive and energy to lead Horbury Academy and ensure its continued improvement, then we would be delighted to hear from you.

Yours sincerely,

Nicky Walker
Executive Principal



About Place Partnership



1. Ossett Academy and Sixth Form College
2. South Ossett Infants Academy
3. Horbury Academy
4. Horbury Primary Academy
5. Middlestown Primary Academy
6. Wath Academy and Sixth Form
7. Sir Thomas Wharton Academy and The Sixth Form Partnership
8. Ravenfield Primary Academy
9. Maltby Redwood Academy
10. Maltby Manor Academy
11. Maltby Lilly Hall Academy
12. Maltby Academy and The Sixth Form Partnership

Place Partnership, established in 2026, comprises 12 academies, supporting children and young people from early years through to Post 16 across South and West Yorkshire. At the heart of our organisation is a commitment to building a culture where people feel valued, take pride in their place, and hold high expectations because everyone matters. We are dedicated to providing a high-quality education which ensures that every child is given the opportunity to achieve their full potential.

As an employer, we invest in our people through extensive professional learning and development opportunities, a comprehensive wellbeing offer, and a wide range of generous employee benefits.

Our Vision

People belong, **place** matters,
purpose lasts.

Our Mission

We commit to building a culture where people feel valued, take pride in their place, and hold high expectations because everyone matters.



Our Values



Value Our People

We commit to building a culture where people feel valued, take pride in their place, and hold high expectations because everyone matters.



Take Pride in Our Place

We care for our communities and work in partnership, so that people feel connected, supported and part of something to be proud of.



Act with Enduring Purpose

We focus on what matters most, our young people, making decisions that stand the test of time.

Staff Benefits

We recognise that our people are our greatest strength. Creating an environment where every colleague feels valued, supported, and able to thrive is one of our core values.

As part of our commitment to staff wellbeing and professional growth, we offer a comprehensive suite of benefits designed to support you at every stage of your career:



Generous annual leave entitlement for full-time colleagues, rising with length of service.



A Corporate Paid Healthcare Cash Plan through Westfield Health, with the ability to claim money back for essential healthcare and access a GP 24/7 through Doctorline.



A competitive salary, incremental progression, and an enhanced pension scheme through either the Teachers' Pension Scheme or the Local Government Pension Scheme.



An extensive professional learning and development offer, with regular training and development tailored to your role, ambitions, and career stage.



Apprenticeship pathways which support colleagues to progress into new roles and qualifications while working.



Family friendly policies, including enhanced maternity, paternity, adoption, and parental leave.



A collaborative working culture, enabling you to learn from colleagues across the Trust and share best practice.



Staff recognition programmes celebrating excellence, dedication, and positive impact.



Supportive, inclusive environments where wellbeing and belonging are prioritised.

Access to Reward Gateway which offers:

- A SmartSpending App, allowing for instant savings on everyday high street brands, including supermarkets.
- Cashback schemes.
- Employee Assistance Programme with 24/7 confidential access to trained counsellors.
- Salary sacrifice schemes including Cycle2Work and SmartTech.
- A wellbeing centre, offering workout videos, healthy recipes, guided meditations, and articles focused on mental, emotional, financial, and physical health.



About Horbury Academy

- Horbury Academy is a mixed, 11-16 academy, situated on the outskirts of Wakefield.
- We are immensely proud of our academy, staff and pupils and strongly believe that all young people are entitled to experience the full breadth of education; reflected through our curriculum model that encourages learners to study a broad range of subjects.
- From securing academic success to securing success in extra-curricular activity, our staff are fully committed to ensuring that all pupils make the most of their time at Horbury Academy.
- Alongside our extensive curricular and extra-curricular offer, we provide excellent pastoral care for our students; tailored to their individual needs.
- We work in partnership with parents and carers to ensure that our pupils feel fully supported during their time at the academy, allowing them to achieve their best.
- Visitors frequently comment on our calm, supportive and friendly atmosphere.
- Our environment and academy building is purpose built, under one roof, allowing for a unique community and supportive feel.
- The academy has very strong links with the local community in Horbury.
- Our facilities are used by a wide range of community partners including Horbury Churches Together, Horbury Brownies and Guides, Horbury Spice Dancers, Ossett Town Juniors, Pageant Players, and Phoenix Netball.



Staff Testimonials

In 2017 I came to the Trust as part of the Initial Teacher Training programme and I have been working at Horbury Academy since the start of the 2017/18 academic year. During my time here I have felt fully supported by my department and also the wider academy. This has allowed me to take advantage of plenty of great opportunities that have helped me develop as a teacher and enabled me to progress with my career as a teacher and a leader.

Tony
Curriculum Team Leader of English



I started working at Horbury Academy in the school's busy kitchen. An opportunity arose for the Science Technician role which I applied for and was successful! Working in the science department has given me many new skills as well as receiving first class training from experienced staff. I continue every day to develop and grow thanks to the academy.

Jayne
Science Technician



Head of Academy

Location: Horbury Academy

Salary: Leadership Pay Range, L25 to L29

Contract: Full Time, Permanent

Start date: To Start 01 January 2027

About the Role

We are seeking an exceptional Head of Academy to lead our academy on the next stage of its improvement and development journey. This is an exciting opportunity for a passionate and values-driven leader to work alongside the Executive Principal, Academy Education Committee, colleagues, families, and the wider community to secure outstanding the highest outcomes for every pupil.

As Head of Academy, you will provide professional leadership and strategic direction across all aspects of academy life, ensuring the highest standards of teaching, learning, behaviour, safeguarding, and pupil achievement. You will be responsible for leading and developing staff, driving school improvement, and creating a culture where both pupils and colleagues can thrive

You will have a proven track record of success and will be able to demonstrate how you have improved outcomes for pupils and led on a significant range of strategic aims and objectives.

We are looking to appoint an inspirational leader with the passion and commitment to lead Academy wide development within a collaborative successful Multi Academy Trust. You will be able to demonstrate a wide range of skills including the ability to deliver impact through strategy; and manage multi-disciplinary teams in a fast-paced environment.

The Head of Academy role presents a unique opportunity for an outstanding leader to play a key role in the Academy's success as part of our newly formed Multi Academy Trust, Place Partnership.

About You

The successful candidate will be...

- A highly effective and experienced senior leader with a proven track record of raising standards and improving outcomes.
- Have substantial leadership experience as Assistant Principal, Vice Principal, Deputy Headteacher, or equivalent level.
- Able to inspire, motivate and develop staff through collaborative and impactful leadership.
- An outstanding classroom practitioner with a deep understanding of curriculum development, teaching, learning and assessment.

- Able to communicate effectively and build relationships with parents, governors, Trust leaders and external partners.
- Committed to promoting high standards of behaviour, inclusion, safeguarding and pupil welfare.

About Place Partnership

This is an exciting opportunity to join a forward-thinking and ambitious organisation, driven by a genuine passion for the wellbeing, care, and education of young people.

Place Partnership was formed in September 2026 following the voluntary merger of two strong and successful Trusts in South and West Yorkshire: Maltby Learning Trust, established in 2014, and Accord Multi Academy Trust, founded in 2016. At the heart of Place Partnership is a commitment to building a culture where people feel valued, take pride in their place, and hold high expectations because everyone matters. At Place Partnership we are dedicated to providing high-quality education which ensures that every child is given the opportunity to achieve their full potential.

We invest in our people through extensive professional learning and development opportunities, and we recognise that our people are our greatest strength. As such, we offer a comprehensive suite of benefits as part of our commitment to wellbeing and professional growth. Here are a few examples of employee benefits that focus on our employees Financial, Physical and Mental Wellbeing:

- Membership to either the Teachers' Pension Scheme or the Local Government Pension Scheme
- Technology scheme via SmartTech*
- Access to an extensive discounts platform via 'Place Plus'
- Access to an industry leading Employee Assistance Programme (EAP)
- 24/7 access to an online GP or Advanced Nurse Practitioner through Corporate Paid Healthcare Cash Plans
- Access to health and wellbeing services, with the ability to claim money back for essential healthcare such as prescriptions, optical and dental care through Corporate Paid Healthcare Cash Plans.
- Cycle to Work Scheme*
- Free, on-site parking at every site
- Trained Mental Health First Aiders in all our settings

**restrictions apply*

For full details of our employee benefit package, please see our recruitment pack.

Further Information

Visits are warmly welcomed and can be arranged. For further details regarding this opportunity, for an informal discussion regarding the role or to arrange a visit, please do not hesitate to contact hr@placepartnership.com.

Closing Date: Monday 21 September 2026 at 9.00am

Interviews are expected to take place: Thursday 24 September 2026

To apply for the position, please visit <https://placepartnership.com/current-vacancies>

Place Partnership is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The post is subject to an Enhanced Disclosure and Barring Service (DBS) check and checks of the relevant barred list / prohibition lists.

Place Partnership is committed to providing a culture of inclusion, respect and equity of opportunity that attracts, supports, and retains high quality colleagues from all backgrounds and across all job roles.

Candidates will always be shortlisted based on the content of application against the job description and essential criteria without access to the personal details information.

Based on the quality and quantity of applications received, Place Partnership reserves the right to interview sooner than the specified dates above. Applicants will be notified of this where possible. Therefore, early applications are encouraged.

Role Description

Head of Academy

NJC Pay Range:	L25 – L29
Responsible For:	Senior Leadership Team and Academy Colleagues
Responsible To:	Executive Principal

Main Purpose of the Post

- To be responsible for all aspects of the internal organisation, professional leadership, management, and control of the academy and for leading supervision over teaching and associate staff.

Key Areas of Responsibility

Strategic Direction & Development

Working with the Executive Principal and the Academy Education Committee (AEC), to develop a strategic view for the academy in its community, analyse and plan for future needs and further development of the academy within the local and national context. In particular:

- To formulate overall aims and objectives for the Academy and policies for their implementation.
- To lead by example, provide inspiration, motivation and embodiment for pupils, governors, and parents, of the vision, purpose, and leadership of the academy.
- To create with the Executive Principal an ethos and provide educational vision and direction which secure effective teaching, successful learning and achievement by pupils and sustained improvement in their spiritual, moral, cultural, mental, and physical development, and prepare them for the opportunities, responsibilities, and experiences of adult life.
- Secure the commitment of parents and the wider community to the vision and direction of the academy.
- To create with the Executive Principal and implement a strategic plan, underpinned by sound financial planning, which identifies priorities and targets for ensuring that pupils achieve high standards and make progress, increasing teachers' effectiveness and securing school improvement.
- To ensure that all those involved in the Academy are committed to its aims, motivated to achieve them, and involved in meeting long, medium, and short term objectives and targets which secure the educational success of the academy.
- To ensure that the management, finance, organisation and administration of the academy, support its vision and aims.
- To ensure that policies and practices take account of national, local and academy data, and inspection and research findings.
- To monitor, evaluate and review the effects of policies, priorities, and targets of the academy in practice and act if necessary.
- To ensure a commitment to safeguarding and promoting the welfare of children and young people.

Teaching & Learning

- To work with the Executive Principal and AEC to secure and sustain effective teaching and learning throughout the Academy and to monitor and evaluate the quality of teaching and standards of pupils' achievement, using benchmarks and setting targets for improvement:

- To create with the Executive Principal and maintain an environment and a code of behaviour and conduct which promotes and secures good teaching, effective learning, high standards of achievement, good behaviour, and discipline, and which enables teachers to meet the standards set out in the professional development framework.
- To determine, organise and implement the curriculum and its assessment, and to monitor and evaluate them to identify and act on areas for improvement.
- To ensure that effective, appropriate pastoral support is available to pupils.
- To ensure that pupils develop skills to learn more effectively and with increasing independence.
- To monitor and evaluate the quality of teaching and standards of learning and achievement of all pupils, including those with special educational needs, to set and meet challenging, realistic targets for improvement.
- To ensure proper standards of professional performance are established and maintained.
- To ensure that the academy complies with the statutory requirements that promote equal opportunities for all.
- To develop effective links with the community, including business and industry, to extend the curriculum and enhance teaching and learning.
- To create and maintain with the Executive Principal an effective partnership with parents to support and improve pupil's achievement and personal development.

Leading & Managing Staff

To lead, motivate, support, challenge and develop staff to secure improvement.

- To maximise the contribution of staff to improve the quality of education provided and standards achieved and ensure that constructive working relationships are formed between staff and pupils.
- To plan, allocate, support and evaluate work undertaking by groups, teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities in a manner consistent with their conditions of service, ensuring a reasonable balance for each teacher and other members of staff, in work carried out in school and work carried out elsewhere.
- To participate, as appropriate, having regard for other duties, in the teaching of pupils at the Academy.
- To consider the extent to which the Head of Academy's duties may be delegated to any other Senior Leader.
- To arrange for an alternative Senior Leader to assume responsibility for the discharge of the Head of Academy's functions at any time when the Head of Academy is absent from Academy.
- To ensure that communication channels exist in the academy enabling all staff to receive information they need to carry out their professional duties effectively.
- To motivate and enable all staff to carry out their respective roles to the highest standard, through high-quality continuing professional development based on assessment of needs.
- To sustain their own motivation and that of other staff.
- To implement and sustain effective systems for the management of staff performance, incorporating appraisal for all staff.
- To ensure that trainee and newly qualified teachers are appropriately trained, monitored, supported, and assessed in relation to the standards for Qualified Teacher Status, the Early Career Framework, and standards for induction.
- To ensure that professional duties and conditions of employment as set out in the School Teacher's Pay and Conditions document are fulfilled.

Efficient & Effective Development of Staff & Resources

To deploy people and resources efficiently and effectively to meet specific objectives in line with the Academy's strategic plan and financial context.

- To work with the Executive Principal, Governors, and senior colleagues to recruit staff of the highest quality available;
- To work with senior colleagues to deploy and develop all staff effectively to improve the quality of education provided.
- To work with the Executive Principal around implementing decisions in relation to staffing.
- To work with the Executive Principal, regarding procedures to deal with the competence and capability of staff.
- To work with the Executive Principal, regarding priorities for expenditure, allocation of funds and to ensure effective administration and control.

to manage and organise the academy site and buildings efficiently and effectively, to ensure that it meets the needs of the curriculum and health and safety regulations;

- to make arrangements, if so required, for the security and effective supervision of the academy buildings, contents, and grounds, ensuring that any lack of maintenance is reported to the appropriate colleague, contractor, or service provider;
- to undertake responsibilities as defined in the Trust's Health and Safety policy.
- to manage, monitor and review the range, quality, quantity and use of all available resources in order to improve the quality of education, improve pupils' achievements, ensure efficiency, and secure value for money.

Accountability

To be accountable for the efficiency and effectiveness of the Academy to the Executive Principal, governors, including pupils, parents, staff, local employers, and the community.

- To provide information, objective advice, and support to the AEC to enable it to meet its responsibilities for securing effective teaching and learning and improved standards of achievement, and for achieving efficiency and value for money.
- To report to the AEC on the discharge of the Head of Academy functions and the affairs of the Academy.
- To create and develop with the Executive Principal on academy in which all Governors and staff recognise that they are accountable for the success of the Academy.
- To present a coherent and accurate account of the Academy's performance in a form appropriate to a range of audiences, including parents, Governors, the local community, OFSTED, and others, to enable them to play their part effectively.
- To ensure that parents and pupils are well informed about the curriculum, attainment, and progress, and about the contribution that they can make to achieving the school's targets for improvement.
- To ensure the Academy website is maintained with up-to-date information for all relevant Stakeholders.

Generic

- To play a key role in ensuring all Safeguarding and Child Protection procedures are adhered to.
- Actively seek professional learning opportunities.
- To develop and maintain a positive ethos at the Academy.
- To promote the aims of the Academy and work toward achievement of the Academy Strategic Plan.
- To maintain a positive ethos around the Academy regarding pupil and staff welfare.
- To monitor and respond to pupil behaviour, both positive and negative.
- To work collaboratively with the wider community including partner schools/academies within Place Partnership Trust and the local community.
- To represent the Academy at external meetings as required.
- To maintain professional standards of conduct and appearance at all times providing an excellent role model for other colleagues and pupils.

Other Considerations Relevant to the Role

- To undertake such other duties and responsibilities of an equivalent nature, as may be determined by the Executive Principal and/or the CEO from time to time, in consultation with the post holder and in line with the School Teachers & Pay Conditions Document.
- To play a full part in the life of the Academy and community and encourage colleagues and pupils to follow this example, to maintain a positive ethos around the Academy regarding pupil and staff welfare.
- To adhere to all policies set out by the Trust.
- Foster positive and courteous relations with pupils, parents, and colleagues.
- Be aware of and comply with policies and procedures relating to Safeguarding, Child Protection, Health & Safety, security, confidentiality and reporting all concerns to an appropriate person.

The aim of the Role Description is to indicate the general purpose and level of responsibility of the post. Duties may vary from time to time without changing the character of the post or general level of responsibility.

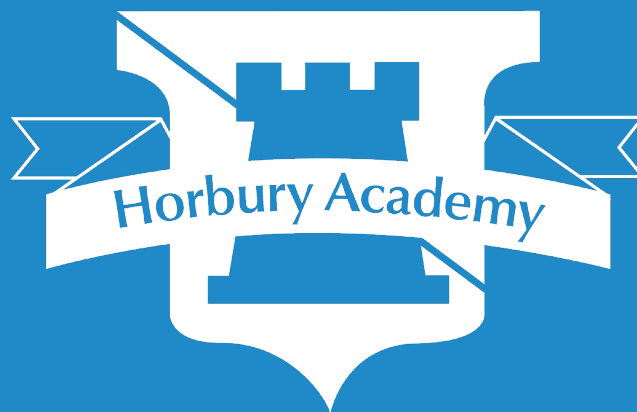
This is an outline Role Description only and the post holder will be expected to undertake duties commensurate within the range and grade of the post or any lesser duties as directed.

Person Specification

	Essential	Desirable
Qualifications, Knowledge & Skills	- Degree - PGCE/QTS - Evidence of continued professional development	NPQH
Experience, Knowledge & Understanding	- Evidence of demonstrating strong classroom practice - Experience of successfully teaching across the age and ability range - Experience of successfully planning and implementing curriculum/pastoral developments - Experience of monitoring and improving the quality of teaching and learning - Proven experience of developing good working relationships with all stakeholders - Proven experience in the analysis of performance data for the purposes of target setting and evaluation - Experience of strategic planning - Up to date knowledge in subject, national policy, pedagogy, classroom management strategies, research/inspection findings and statutory - Comprehensive knowledge of performance management requirements in an educational context - Knowledge of the Professional Teaching Standards - Experience of senior management at assistant or vice principal level - Excellent subject knowledge	
Skills & Abilities	- An excellent classroom practitioner with the highest expectations for the welfare and progress of all students - Have a thorough understanding of curriculum development - Have a proven commitment to excellent and respectful behaviour from the whole academy community - Demonstrable ability to work effectively in a wide range of partnerships - Ability to achieve academy improvement - Proven ability to lead and manage significant whole academy initiatives	

	• Excellent management, motivational and communication skills • Lead, manage and co-ordinate staff through an effective team based approach • Ability to understand complex organisations and work with clearly defined line management and supervision structures • Ability to monitor and evaluate the work of others • Commitment to raising standards and achieving the highest standards of achievement for young people • Ability to work on own initiative and be pro active • Work in ways that promote equality of opportunity, participation, diversity, and responsibility • A commitment to abide by and promote the Trust's Equal Opportunities, Health and Safety and Child Protection Policies • A commitment to Safeguarding and promoting the welfare of children and young people • To offer support and intervention where necessary; • Understanding of the characteristics of high quality teaching and effective learning • Knowledge and understanding of current issues in education • Knowledge and understanding of current Child Protection legislation, procedures, and initiatives • Awareness of different learning styles and multiple intelligences • Ability to work with an effective team • Ability to see tasks through to a successful conclusion • Ability to work under high levels of pressure, meet tight deadlines and pay attention to detail • Ability to self-evaluate, reflect, and change strategies according to pupil need	
Commitment	• Commitment to diversity, inclusion, and equality of opportunity in all working practices • A commitment to the vision and values of Place Partnership Multi Academy Trust. • Driven, proactive and positive individual with an unwavering commitment to continuously improving the standards of teaching and learning	

**The postholder is required to ensure they have the appropriate business insurance to meet the requirements of the post.*



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